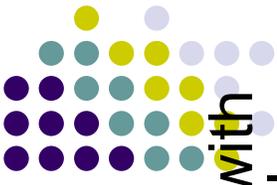


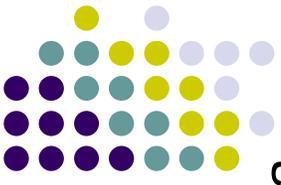
# CMS Technical Assistance: Workforce Development Across MH/DD/SA

Legislative Oversight Committee  
for MH/DD/SA  
April 17, 2008

# The Need



- DHHS funds programs that make it possible for people with medical challenges, disabilities and those who are elderly to live in the community of their choices including home and community-based services through our Medicaid waivers, housing supports, nursing homes, consumer-directed programs .....our options continue to grow.
- Funding is both federal and state. But regardless of funding, as private citizens who may not engage the public system, the same issues will be faced by anyone who needs health care.
- **ALL rely on the availability of a trained workforce**
- As the demand for trained, skilled workers to serve our children, our young people, adults and our senior citizens increases, we create skilled jobs to support our neighbors and their families.



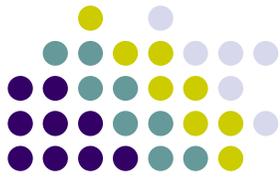
# The CMS Technical Assistance Grant

- January 2007, The Division of Medical Assistance submitted a proposal for Intensive Technical Assistance through a collaborative effort with our partners in DHHS. We wanted a unified approach to addressing this critical issue.
- The proposal:
  - **Identify the current workforce across agencies/programs/ populations and the gaps/ needs for workers; plot statewide and county-specific trends.**
  - **Develop a statewide stakeholder work group or task force that can use the data collected to develop and prioritize strategies for a comprehensive Workforce Plan for Direct Service Workers**
  - **Identify best practices and strategies for recruitment, retention, training of Direct Service Workers and of supervisors; for implementation in Departmental Workforce Plan.**

# The Proposal (cont)



- **Determine competencies that can be generalized across populations** as well as those that are specific to particular populations; implement a comprehensive training plan that gives DSWs career paths and increased respect.
- **Identify training needs for consumers, workers and facilitators of consumer-directed services** so that more people can choose this alternative.
- **Explore funding resources for further implementation** of our Workforce Plan.
- **Develop a marketing plan for recruitment and retention of the Direct Support workforce** and assist NC NOVA to implement a second marketing campaign.



# Our Presenters

- Amy Hewitt, PhD – The Research and Training Center on Community Living at The University of Minnesota
- John Morris – The Annapolis Coalition on the Behavioral Health Workforce
- Marvin Swartz, MD, Steve Hairston – NC Commission on MH/DD/SA